



# **Michigan's Alternate Route to Interim Teacher Certification**

## **Information and Program Application**

## **MICHIGAN ALTERNATE ROUTE TO INTERIM TEACHER CERTIFICATION**

### **Overview**

In December 2009, the Michigan Legislature passed HB 5596 (PA 202 of 2009) which added section 1531i to the Revised School Code (MCL 380.1531i) to authorize the implementation of alternate route preparation programs for teachers. The superintendent of public instruction (SPI) has established the Michigan Alternate Routes for Interim Teacher Certification program to allow participants to earn an Interim teaching certificate that qualifies the person to teach in the public schools and to advance to the Michigan Provisional and/or Professional teaching certificates. The state law does not allow the use of an Interim teaching certificate for special education teaching assignments. A person who demonstrates three years of successful teaching performance under the Interim teaching certificate and meets the requirements established by the SPI for a Michigan Provisional or Professional teaching certificate is eligible to be recommended for the certificate by the alternate route provider.

The program will provide eligible individuals an opportunity to complete an alternate route program for transitioning from a previous career and/or undergraduate or graduate degree program into teaching. The term "alternate route" as used in this document refers to a program that is designed especially for individuals who hold a bachelor's degree or higher and who may be allowed to teach full-time while completing approved alternate route teacher preparation requirements. The intention of the program is to enable those who commit their knowledge, skills, and preparation to become successful, fully certificated classroom teachers through quality rigorous approved alternate route programs. Approved program providers recommend their participants for the Interim certificate upon admission to their program (see participant requirements on page 5). Each program will be reviewed and approved by the Michigan Department of Education (MDE). A complete listing of Michigan's teaching certificate endorsements and codes for the approved content areas is included in Attachment 1.

Following the successful completion of the program, the participant may be recommended by the program provider for the Michigan Provisional Teaching Certificate, Professional Education Certificate or Interim Occupational Certificate with an endorsement in his/her area of content or occupational specialization.

Continuation of an approved program will be determined based on the data within the annual report submitted by the program director to the MDE. Over time, programs will be held accountable by a system comparable to the Educator Preparation Institution Performance Score. (See [http://www.michigan.gov/mde/0,1607,7-140-6530\\_5683\\_5703-220352--00.html](http://www.michigan.gov/mde/0,1607,7-140-6530_5683_5703-220352--00.html)).

## **Program Administration**

The Office of Professional Preparation Services (OPPS) of the MDE has oversight responsibility for the administration of an approved alternate route for Interim teaching certification. This includes:

- Review and approval of programs
- Dissemination of information on the program opportunity
- Technical support for program development/improvement
- Monitoring of program operation
- Receipt and review of annual report(s)
- Implementation of accountability system for providers
- Issuance of certificates based on alternate route provider recommendation

## **Program Delivery**

### **• Providers**

In accordance with Section 380.1531i of the Revised School Code, program providers must have a proven record of producing successful teachers in one or more other states or the alternate route program must be modeled after a program that has a proven record of producing successful teachers in one or more other states.

Documentation for an **established alternate route program** must include:

- name of alternate route program
- years of operation
- name of state or states (if applicable) where program operates
- initial placement rate of program candidates within one year of program entry or completion
- demonstrated success of program completers
- program design
- proposed program evaluation while under MDE conditional approval

Documentation for a **new alternate route program** must include:

- model program identification
- training curriculum, delivery, and assessment of candidate proficiency
- placement of trained teachers
- professional learning support after placement
- placement of teachers in shortage areas, if applicable

- proposed program evaluation while under MDE conditional approval

Providers can only accept participants who meet the program participant requirements discussed on page 8 of this document (Attachment 2). Providers are encouraged to work collaboratively with local districts, intermediate school districts (ISDs) and/or public school academies (PSAs) to offer programs. The provider must possess a formal letter of approval from the MDE prior to the distribution of any related informational/promotional materials or registration of participants.

- **Program Application/Approval/Discontinuation**

The program provider applications must comply with all program requirements following the template and instructions provided by the MDE. (Attachment 3 includes the application cover page, checklist, and application.) Each component of the application must be completed and the fee payment must be received prior to review and approval of the application (in accordance with Public Act 144 of 2007). Incomplete applications will be returned to the provider without comment. All complete applications with invoices paid will be reviewed within ninety (90) days of payment.

Initial approval of acceptable program applications will be conditional for the first three years of operation. During that time, programs will be expected to collect effectiveness data on their program participants and completers. Full approval will be based significantly on the data submitted by the provider to evidence the instructional effectiveness of program participants and completers.

Providers that choose to discontinue an approved program must submit written notification to the OPPS at least six months before the date of discontinuation. The notification must provide details regarding the reason for discontinuation and protocols for advising candidates of the discontinuation and options for participants to complete their certification requirements. Failure to provide options for candidate completion and notification to the MDE will result in the revocation of eligibility as an alternate route provider.

## **Program Design**

### **REQUIRED COMPONENTS**

- **Coursework/Content**

An alternate route program must be designed to include minimally, the equivalent of 12 semester credit hours that includes training in at least all of the following subject areas:

- Child development or child psychology;
- Family and community relationships;
- Diverse learners;
- Instructional strategies;
- A form of field based experience in a classroom setting

Additionally, prior to recommendation for the Michigan Provisional or Professional teaching certificate, the candidate must complete the equivalent of 3-6 semester credit hours in accordance with PA 451 of 1976, Section 1531(4) (MCL 380.1531 of the Revised School Code).

Prior to the issuance of the Interim teaching certificate, a candidate must successfully complete an approved course in CPR and First Aid (in accordance with PA 451 of 1976, Section 380.1531d of the Revised School Code).

- **Supervisor and Mentor/Coaching Support**

- All program participants must be supported by an assigned mentor/coach with expertise and teaching experience in the participant's proposed content endorsement area or a closely related subject. The mentor/coach will support the participant(s) through intensive observation and sustained feedback.

Successful completion of the program, along with the completion of all other requirements, including 3 years of successful teaching under the Interim teaching certificate, establishes the participant as eligible for recommendation by the program provider for a Michigan Provisional teaching certificate. The candidate may be recommended for the Professional Education certificate if s/he meets the requirements (holds a masters or higher degree, has completed 3 semester credit hours of diagnostic reading and 3 years of successful teaching under the Interim teaching certificate) for this certificate.

## **Eligibility Requirements/Responsibilities**

- **Program Provider**

A program provider must:

- ♦ Verify/document that it will prepare teachers in elementary education or secondary education in one or more of the content endorsements approved by the MDE.
- ♦ Coordinate and submit a program application for approval to offer a program. The program application must include the candidate application form Identify and confirm collaborators involved for successful program implementation.
- ♦ Recruit and screen program applicants, develop and disseminate information, verify required credentials and experience, confirm compliance with required background and identity checks, and implement related protocols.
- ♦ Enroll/register only program participants who meet all requirements for admission as identified below, monitor program participation, assist participants with securing field placement or possible employment, supervise and evaluate participant performance, and recommend participants for certification.
- ♦ Identify, confirm, and train program mentors/coaches to advise and support program participants.
- ♦ Develop and submit required annual reports of program operation to the MDE (Attachment 5).

- **Program Participant Requirements**

Applicants to the program must:

- ♦ Complete the provider's participant application and complete all application requirements established by the provider.
- ♦ Document possession of a bachelor's or higher degree from a college or university accredited by one of the regional accreditation bodies recognized by the US Department of Education with an overall grade point average of at least 3.0 on a 4.0 scale or the equivalent on another scale (only official copies of transcripts are acceptable).
- ♦ Take and pass the Michigan Test for Teacher Certification (MTTC) Basic Skills Tests (reading, writing, and mathematics) and appropriate subject area exam(s) prior to acceptance or admission into the program. Participants seeking certification and endorsement in a world language, ESL or Bilingual must pass both the oral and written proficiency examinations that will assure the candidate meets all descriptors of the Foreign Service Index for the level identified in standard one (1) of the appropriate SBE Standards.
- ♦ Successfully complete an approved course in CPR and first aid.

- ♦ Meet all cost obligations required of the participant. Pay the certification fee prior to issuance of the Interim teaching certificate upon recommendation to the MDE for certification.

**Michigan Department of Education  
Endorsement Areas and Codes  
September 2012**

**AX COMMUNICATION ARTS****BX LANGUAGE ARTS**

BA English  
BC Journalism  
BD Speech  
BR Reading Specialist  
BT Reading

**RX SOCIAL STUDIES**

CA Economics  
CB Geography  
CC History  
CD Political Science

**SOCIAL SCIENCE**

CE Psychology  
CF Sociology

**SCIENCE**

DA Biology  
DC Chemistry  
DE Physics  
DH Earth/Space Science  
DI Integrated Science  
DP Physical Science

**EX MATHEMATICS****WORLD LANGUAGE & CULTURE**

FA French  
FB German  
FC Greek  
FD Latin  
FE Russian  
FF Spanish  
FG Other  
FH Italian  
FI Polish  
FJ Hebrew  
FK Arabic (Modern Standard)  
FL Japanese  
FN Anishinaabemowin  
Language and Culture  
FR Chinese (Mandarin)  
FS American Sign Language

**BILINGUAL EDUCATION**

YA Bilingual French  
YB Bilingual German  
YC Bilingual Greek  
YE Bilingual Russian  
YF Bilingual Spanish  
YH Bilingual Italian  
YI Bilingual Polish  
YJ Bilingual Hebrew

**BILINGUAL EDUCATION (Con't.)**

YK Bilingual Arabic  
YL Bilingual Other  
YM Bilingual Vietnamese  
YN Bilingual Korean  
YO Bilingual Servo-  
Croatian/Bosnian  
YP Bilingual Chaldean  
YR Bilingual Chinese  
YS Bilingual Filipino  
YT Bilingual Japanese

**BUSINESS EDUCATION**

GQ Business, Management,  
Marketing, and Technology  
GM Marketing Education

**HX AGRISCIENCE AND  
NATURAL RESOURCES****IX INDUSTRIAL  
TECHNOLOGY****JQ MUSIC EDUCATION****KH FAMILY AND CONSUMER  
SCIENCES****LQ VISUAL ARTS EDUCATION****LZ VISUAL ARTS EDUCATION  
SPECIALIST****HEALTH, PHYSICAL EDUCATION,  
RECREATION, AND DANCE\*<sup>1</sup>**

MA Health  
MB Physical Education  
MD Recreation  
MH Dance

**MISCELLANEOUS**

NB National Board Certification  
ND Library Media  
NP Educational Technology  
NR Computer Science  
NS English as a Second Language  
NT School Counselor

**OX FINE ARTS****SPECIAL EDUCATION**

SA Cognitive Impairment  
SB Speech and Language Impairment  
SC Physical or Other Health Impairment  
SE Emotional Impairment  
SK Visual Impairment  
SL Hearing Impairment  
SM Learning Disabilities  
SP Physical Education for Students with  
Disabilities  
SV Autism Spectrum Disorder

**TX TECHNOLOGY AND DESIGN****ZA EARLY CHILDHOOD EDUCATION\*<sup>1</sup>****ZD MIDDLE SCHOOL\*<sup>1</sup>****ZL MIDDLE LEVEL\*<sup>1</sup>****ZG GENERAL EL K-5\*<sup>1</sup>****ZS EARLY CHILDHOOD-GENERAL and  
SPECIAL EDUCATION\*<sup>1</sup>****CAREER AND TECHNICAL EDUCATION**

VH Vocational Family and Consumer  
Sciences

**VOCATIONAL NATURAL RESOURCES  
AND AGRISCIENCE PATHWAY**

VA Vocational Agriscience and Natural  
Resources

**VOCATIONAL BUSINESS, MANAGEMENT,  
MARKETING, & TECHNOLOGY PATHWAY**

VB Vocational Business Services  
VM Vocational Marketing Education  
VZ Vocational Hospitality

**VOCATIONAL HEALTH SCIENCES  
PATHWAY**

VS Vocational Health Sciences

**VOCATIONAL ENGINEERING,  
MANUFACTURING, INDUSTRIAL, &  
TECHNOLOGY PATHWAY / VOCATIONAL  
ARTS AND COMMUNICATION PATHWAY**

VT Vocational Technical

**VOCATIONAL HUMAN SERVICES  
PATHWAY**

VC Vocational Child Care  
VE Vocational Cosmetology  
VF Vocational Law Enforcement/Fire  
Science  
VG Vocational Teacher Cadet

Endorsements for the Social Science group (formerly CX), Science Group (formerly DX), Business Education group (formerly GX), Music Education group (JX), Arts Education group (formerly LX), or Health, Physical Education, Recreation, and Dance group (formerly MX) are no longer program options.

\*1 The "Z" codes are used only by teacher preparation institutions for recommending these grade levels to the Michigan Department of Education (MDE), and do not appear on a teaching certificate.



## MICHIGAN ALTERNATE ROUTE FOR INTERIM TEACHER CERTIFICATION PROGRAM PARTICIPANT REQUIREMENTS

|   |   |
|---|---|
| <b>Program Components</b>               | <b>Completion of an approved program and employment with a Local District, Intermediate School District (ISD) or Public School Academy (PSA)</b>  |
| Grade Levels                            | Elementary (grades K-8)* or Secondary (Grades 6-12)   |
| Pre-Requisites                          | <ul style="list-style-type: none"> <li>• Possession of a BA degree or higher</li> <li>• Minimum 3.0 overall GPA</li> <li>• Passage of Michigan Test for Teacher Certification basic skills test and subject area content test and/or foreign language oral and written proficiency examination if applicable, or Michigan Occupational Competency Assessment (MOCAC)</li> <li>• Passage of criminal history check and FBI fingerprinting prior to employment</li> </ul> <p>*Elementary alternate route programs must meet the elementary certificate standards</p>  |
| Required Coursework                     | <p>A minimum of to 12 semester credit hours or equivalent that includes:</p> <ul style="list-style-type: none"> <li>• Child development or child psychology</li> <li>• Family and community relationships</li> <li>• Diverse learners</li> <li>• Instructional strategies</li> <li>• A form of field-based experience in a classroom setting (see page 7 for more details on this requirement)</li> </ul> <p>Additional Required Content:</p> <ul style="list-style-type: none"> <li>• 3-6 Semester credit hours or equivalent of reading in accordance with Section 1531 of the Revised Michigan School Code</li> <li>• CPR and First Aid</li> </ul> |
| Mentoring, Coaching and Support         | Must be provided with a mentor/coach and supervisor while teaching  |
| Authorization Needed to Teach           | Interim Teaching Certificate  |
| License Issued after Program Completion | Michigan Secondary or Elementary Provisional or Professional Education Certificate ( <b>requires 3 years of successful teaching under the Interim Teaching Certificate and 3 semester credit hours of diagnostic reading</b> )  |

**MICHIGAN ALTERNATE ROUTE FOR INTERIM TEACHER  
CERTIFICATION  
APPLICATION COVER PAGE AND CHECKLIST**

After completing the application and attachments place this cover page as the first page of the packet you are submitting. Please be sure all information is complete. The application will not be processed if any information is missing.

| <b>Submitted<br/>Begins on Pg. #</b> | <b>Information</b>                                   | <b>Section/Attachment</b>   |
|--------------------------------------|--|-----------------------------|
|                                      | <b>Provider Data with Appropriate<br/>Signatures</b> | <b>Section I</b>            |
|                                      | <b>Contact Information</b>                           | <b>Section II</b>           |
|                                      | <b>Program Information</b>                           | <b>Section III</b>          |
|                                      | <b>Program Summary</b>                               | <b>Section III</b>          |
|                                      | <b>Program Coursework</b>                            | <b>Section III</b>          |
|                                      | <b>Program Evaluation</b>                            | <b>Section III</b>          |
|                                      | <b>SAMPLE Candidate Application<br/>Form</b>         | <b>Attachment 4</b>         |
|                                      | <b>Annual Report</b>                                 | <b>Attachment 5</b>         |
|                                      | <b>Approval Rubrics</b>                              | <b>Attachment 6 &amp; 7</b> |

## APPLICATION FOR MICHIGAN ALTERNATE ROUTE TO INTERIM TEACHER CERTIFICATION PROGRAMS

**Michigan Department of Education  
Office of Professional Preparation Services  
P.O. Box 30008, Lansing, Michigan 48909  
Phone: (517) 335-4610 Fax: (517) 373-0542**

### Directions:

- Application and all documentation are to be submitted electronically.
- Mail only this cover page with original signature of the program director.
- All correspondence regarding this application should be addressed to the Director of the Office of Professional Preparation Services (OPPS).

| I. Application Information  |  |
|---|--|
| Date of this Application  |  |
| Program Provider Name   |  |
| Name and Title of Program Director  |  |
| Signature of Program Director   |  |
| Collaborating Provider(s)<br>(If applicable)                                |  |
| Name and Title of Collaborating<br>Provider(s) Leader(s)<br>(If applicable) |  |
| Signature(s) of Collaborating Provider<br>Leader(s)                         |  |
| II. Contact Information for Questions Related to this Application           |  |
| Contact Person's Name and Title   |  |
| Contact Person's Phone Number   |  |
| Contact Person's Fax Number   |  |
| Contact Person's E-Mail Address   |  |

| III. Program Information |   |
|--------------------------|---|
| <b>Program Summary</b>   | <p>Prepare a program narrative (<i>5 page maximum</i>) that describes:</p> <ul style="list-style-type: none"> <li>• Program design, including the screening, selection, and placement of candidates</li> <li>• The philosophy, rationale, and objectives of the proposed program.</li> <li>• Required coursework and field experience(s)</li> <li>• Mentoring and ongoing professional learning and support for teachers in the program</li> </ul> <p>For more information on required documentation for program approval, see <b>Attachment 6</b> approval rubrics for new and</p> |

|                           |   |
|---------------------------|---|
|                           | established alternate route programs.   |
| <b>Program Evaluation</b> | Annual report must be submitted by June 30 of each year.<br>(See Attachment 6 of the program application) |

## MICHIGAN ALTERNATE ROUTE TO INTERIM TEACHER CERTIFICATION SAMPLE PARTICIPANT APPLICATION FORM

### Participant Admission Process

#### Steps to Admission

- Step 1: Eligibility Review – Review of all applications by the Michigan Alternate Route for Interim Teacher Certification provider staff to check for completeness and to assure eligibility both for program admission and state certification requirements.
- Step 2: Evaluation of Application – Analysis of applications based on the Michigan Alternate Route for Interim Teacher Certification admission criteria to identify those applicants who will be recommended for admission based on degree credentials, passage of the MTTC basic skills and subject area tests and assessment of dispositions for teaching (optional, but strongly recommended).
- Step 3: Offer of Admission – Letter of admission will be sent by the provider staff.

#### Criteria for Admission

1. **Eligibility Requirements** - To be eligible to apply, an applicant must have:
  - A minimum of a bachelor's degree from an accredited college or university
  - A minimum overall grade point average of 3.0. (See page 6 of Overview).
  - Passage of the Michigan Test for Teacher Certification (MTTC) Basic Skills Test and Subject Area Test or if applicable, testing through the Michigan Occupational Competency Assessment Center (MOCAC)
  - CPR and First Aid
  - Criminal history background check and FBI fingerprinting

| Applicant Information |  |
|-----------------------|--|
| Full Legal Name:      |  |
| Present Position:     |  |
| Address:              |  |
|                       |  |
| Preferred Tel. #:     |  |
| E-Mail Address:       |  |
| Business Address:     |  |
|                       |  |
| Telephone:            |  |
| Current Supervisor:   |  |

|   |  |
|---|--|
| Degree: Circle Highest Degree    BA            MA            SPEC            DOCTORATE  |  |
| <b>A vitae or professional resume must be included with the application and it must include prior employment experience and educational and/or other organizational affiliations.</b> |  |
| <b>Education:</b> Applicant must provide official transcripts from all institutions attended.   |  |
| <b>References:</b> Please provide 3 references - 1 personal and 2 employers   |  |
| Name:   |  |
| Address:  |  |
| Position/Title:   |  |
| Company/Organization:   |  |
| Telephone:  |  |
|   |  |
| Name:   |  |
| Position/Title:   |  |
| Company/Organization:   |  |
| Address:  |  |
|   |  |
| Telephone:  |  |
|   |  |
| Name:   |  |
| Position/Title:   |  |
| Company/Organization:   |  |
| Address:  |  |
|   |  |
| Telephone:  |  |

**Criminal Records Check for Employment:**

Sections 1230 and 1230a of the Revised School Code require school districts to conduct a State Police and Federal Bureau of Investigation criminal records check for all new teachers, school administrators, school counselors, school psychologists, school nurses, and school social workers employed. A person may be immediately employed if a criminal records check has been requested and the individual has signed an oath regarding their conviction status.

Background checks must be completed before an applicant can be employed by a local school district, ISD or PSA. An applicant is responsible for payment of fees for a background check requested through the program director. The background check and fingerprinting is not required for admission to the alternate route program.

**CONVICTION/REVOCATION INFORMATION** (If you answer "yes" to any of the following questions, please provide a detailed description of the circumstances surrounding the conviction or action and attach copies of court documents.) The alternate route provider must submit this documentation to the MDE at the time of the recommendation for a Michigan teaching certificate.

|   |  |
|---|--|
| Have you ever accepted responsibility in a civil infraction (excluding speeding tickets) or been convicted of (or pled no contest to) a misdemeanor or felony? <b>(check one)</b> | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Have you ever had a teaching/school counselor/school psychologist certificate suspended or revoked? <b>(check one)</b>  | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Is there currently action pending against your teaching/school counselor/school psychologist certificate? <b>(check one)</b>  | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Have you ever surrendered a teaching/school counselor/school psychologist certificate? <b>(check one)</b>   | <input type="checkbox"/> Yes <input type="checkbox"/> No |

**Include the Following Written Statements:**

Describe your experience that has generated your interest in becoming a teacher.

Include a brief statement of *WHY* you believe you could become a quality teacher.

Please provide a one-page statement regarding your personal philosophy of what you as a teacher need to know and be able to do to affect appropriate student achievement outcomes. Include your reason for selecting to take an alternate route for teacher preparation and certification.

## MICHIGAN ALTERNATE ROUTE FOR INTERIM TEACHER CERTIFICATION ANNUAL REPORT

The Annual Report should include the following information:

1. List all Local Education Agencies (LEAs) with which a collaborative agreement is established.
2. Report participant descriptors:

Table 1

|   | Total |
|---|-------|
| Number applied  |       |
| Number accepted   |       |
| Number rejected   |       |
| Number placed   |       |
| Number who remained in employment over a three (3) year period following program completion |       |

List of content majors of candidates:

3. Summary of mentoring hours all participants received.
4. Verification of participant's Interim teaching certificate and content areas. Provide roster of participants with Interim certificates and approval date.
5. Report the employment status of all participants completing the program by teaching assignment and geographic location of employment (LEA, if employed in a teaching position).
6. Report the reason for the participant leaving the employment of the LEA in the first three years after program completion (if available).



**Established Alternate Route to Teacher Certification Program Approval Rubric - Conditional    Attachment 6**

| <b>Criteria</b>   | <b><i>Exceeds Standard</i></b><br>3 points   | <b><i>Meets Standard</i></b><br>2 points  | <b><i>Approaching Standard</i></b><br>1 point                            | <b><i>Does Not Meet Standard</i></b><br>0 points  | <b>Suggested Pieces of Evidence</b>                                 |
|---|--|---|--|---|---|
| Years in Operation  | >5 years   | 3-5 years   | 1-2 years  | <1 year   | Authorization of operation in state document/s                      |
| State(s) in Operation   | >1 other state   | 1 other state   | N/A  | 0 other states  | Authorization of operation in state document/s                      |
| Candidate Admissions Criteria   | Candidates must:<br><ul style="list-style-type: none"> <li>• Hold a bachelor's or higher degree with at least a 3.0 GPA on a 4.0 scale AND</li> <li>• Pass the basic skills and appropriate content area certification exam(s) AND</li> <li>• Meet additional, rigorous admissions and selection criteria</li> </ul> | Candidates must:<br><ul style="list-style-type: none"> <li>• Hold a bachelor's or higher degree with at least a 3.0 GPA on a 4.0 scale AND</li> <li>• Pass the basic skills and appropriate content area certification exam(s)</li> </ul> | N/A  | Candidates are <b><u>not</u></b> required to:<br><ul style="list-style-type: none"> <li>• Hold a bachelor's or higher degree with at least a 3.0 GPA on a 4.0 scale AND/OR</li> <li>• Pass the basic skills and appropriate content area certification exam(s)</li> </ul> | Academic Program Catalog  |
| Initial Placement Rate of Program Candidates Within One Year of Program Entry or Completion | >90% of candidates   | 80-90% of candidates  | 70-79% of candidates   | <70% of candidates  | Independent Research Data (independent board or independent agency) |
| Demonstrated Success of Program Completers  | Strong evidence of program completers' positive impact on student outcomes, corroborated by independent evaluation   | Strong evidence of program completers' positive impact on student outcomes  | Some evidence of program completers' positive impact on student outcomes | Little to no evidence of program completers' positive impact on student outcomes  | Independent Research Data (independent board or independent agency) |

Established Alternate Route to Teacher Certification Program Approval Rubric - Conditional Attachment 6

|                |   |  |     |   |   |
|----------------|---|--|-----|---|---|
| Program Design | <p>Candidate training includes the equivalent of at least 12 credit hours and covers at least all of the following subject areas:</p> <ul style="list-style-type: none"> <li>• child development or child psychology;</li> <li>• family and community relationships;</li> <li>• diverse learners;</li> <li>• instructional strategies; and</li> <li>• a form of field-based experience in a classroom setting</li> </ul> <p>-AND-</p> <p>Is significantly aligned to the PSMT, InTASC, and/or other nationally recognized teacher preparation standards</p> | <p>Candidate training includes the equivalent of at least 12 credit hours and covers at least all of the following subject areas:</p> <ul style="list-style-type: none"> <li>• child development or child psychology;</li> <li>• family and community relationships;</li> <li>• diverse learners;</li> <li>• instructional strategies; and</li> <li>• a form of field-based experience in a classroom setting</li> </ul> | N/A | <p>Candidate training is not equivalent to at least 12 credit hours and/or does not cover at least all of the following subject areas:</p> <ul style="list-style-type: none"> <li>• child development or child psychology;</li> <li>• family and community relationships;</li> <li>• diverse learners;</li> <li>• instructional strategies; and</li> <li>• a form of field-based experience in a classroom setting</li> </ul> | Side by side alignment of program standards to Michigan standards |
|----------------|---|--|-----|---|---|

**Established Alternate Route to Teacher Certification Program Approval Rubric - Conditional**    Attachment 6

|  |   |  |     |  |  |
|--|---|--|-----|--|--|
| Proposed Program<br>Evaluation While Under MDE<br>Conditional Approval | Commission<br>evaluation to<br>demonstrate<br>ongoing<br>effectiveness of<br>trained teachers<br><br>-AND-<br><br>Submission of<br>data for MDE<br>evaluation of<br>ongoing<br>effectiveness of<br>trained teachers | Commission<br>evaluation to<br>demonstrate<br>ongoing<br>effectiveness of<br>trained teachers<br><br>-OR-<br><br>Submission of<br>data for MDE<br>evaluation of<br>ongoing<br>effectiveness of<br>trained teachers | N/A | No plan for<br>program<br>evaluation while<br>under MDE<br>Conditional<br>Approval | Annual Report and<br>follow up form MDE<br>as needed |
|--|---|--|-----|--|--|

**New Alternate Route to Teacher Certification Program Approval Rubric - Conditional    Attachment 7**

| <b>Criteria</b> | <b><i>Exceeds<br/>Standard</i></b><br>3 points | <b><i>Meets<br/>Standard</i></b><br>2 points | <b><i>Approaching<br/>Standard</i></b><br>1 point | <b><i>Does Not Meet<br/>Standard</i></b><br>0 points | <b>Suggested<br/>Pieces of<br/>Evidence</b> |
|-----------------|--|--|---|--|---|
|-----------------|--|--|---|--|---|

**New Alternate Route to Teacher Certification Program Approval Rubric - Conditional    Attachment 7**

|  |   |  |                                    |   |   |
|--|---|--|------------------------------------|---|---|
| Model Program Identification   | Model Program Has Achieved Standard Approval in Michigan  | Model Program Has Achieved Conditional Approval in Michigan or Meets Criteria for Conditional Approval in Michigan | N/A                                | Program Does Not Meet Criteria for Conditional Approval in Michigan | Completed Established Alternate Route to Teacher Certification Program Approval Rubric is required if Model Program has not already been granted conditional approval in Michigan |
| Training Curriculum, Delivery, and Assessment of Candidate Proficiency | Identical, or Nearly Identical, to Model Program  | Substantially Similar to Model Program   | Some Similarities to Model Program | Few Similarities to Model Program                                   | Detailed in experimental program application  |
| Placement of Trained Teachers  | Identical, or Nearly Identical, to Model Program  | Substantially Similar to Model Program   | Some Similarities to Model Program | Few Similarities to Model Program                                   | Detailed in experimental program application  |
| Professional Learning Support After Placement                          | Identical, or Nearly Identical, to Model Program  | Substantially Similar to Model Program   | Some Similarities to Model Program | Few Similarities to Model Program                                   | Detailed in experimental program application  |
| Placement of Teachers in Shortage Areas                                | Identical, or Nearly Identical, to Model Program, if Model Program Mission/Purpose includes Placement in Shortage Areas | Substantially Similar to Model Program   | Some Similarities to Model Program | Few Similarities to Model Program                                   | Explanation of how data is collected<br><br>Annual Report   |

**New Alternate Route to Teacher Certification Program Approval Rubric - Conditional    Attachment 7**

|  |   |  |     |   |   |
|--|---|--|-----|---|---|
|  | <p align="center">OR</p> <p>New Program is Identical, or Nearly Identical to Model Program and includes Placement in Shortage Areas if Model Program Mission/Purpose does not include Placement in Shortage Areas</p> |  |     |   |   |
| <p align="center">Proposed Program Evaluation While Under MDE Conditional Approval</p> | <p>Commission evaluation to demonstrate ongoing effectiveness of trained teachers</p> <p align="center">-AND-</p> <p>Submission of data for MDE evaluation of ongoing effectiveness of trained teachers</p>           | <p>Commission evaluation to demonstrate ongoing effectiveness of trained teachers</p> <p align="center">-OR-</p> <p>Submission of data for MDE evaluation of ongoing effectiveness of trained teachers</p> | N/A | <p align="center">No plan for program evaluation while under MDE Conditional Approval</p> | <p align="center">Annual reports required</p> <p align="center">Candidate surveys</p> <p align="center">External Reviewers</p> <p align="center">Collection of candidate success data</p> |